

## Defense Integrated Military Human Resources System (DIMHRS)

The objective of the Defense Integrated Military Human Resources System (DIMHRS) is the automation and integration of personnel and pay entitlement business processes into a standard single point of entry system. DIMHRS will provide a fully integrated military personnel and pay system for all components of the Services. It will replace 17 legacy systems, including all currently operating Service-specific pay and personnel systems. It is being developed based upon commercial-off-the-shelf applications. Extensive reengineering of business practices that capture the best of both private and public sectors is expected.

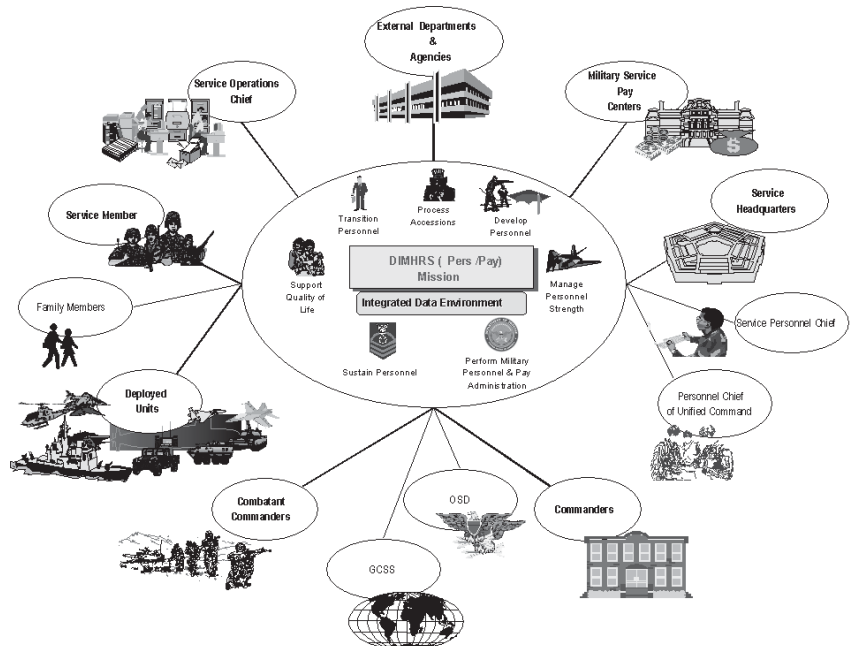
The initial core system of DIMHRS will provide support to processes that are common to all Services. This core system shall collect, store, pass, process, and report personnel and pay data for all DoD active duty, Reserve, Guard, and retired personnel. DIMHRS will support the responsibilities and requirements of the individual Service departments and, in time of war, the Coast Guard. Common software and databases are the foundation of DIMHRS.

The Services will retain their organizational structure management and command and control functions to ensure personnel operational readiness. Personnel and pay organizations will use DIMHRS at all echelons of command to support personnel and pay functions. Managers and analysts in OSD, the Joint Staff, and other federal agencies will also use DIMHRS data for planning and reporting purposes.

DIMHRS addresses the deficiencies in the mission areas of personnel and pay entitlement support. The Joint Requirements Oversight Council-approved Mission Needs Statement identified the following five requirements that DIMHRS must address:

- Provide Combatant Commanders with accurate and timely personnel data needed to assess operational capability.
- Employ standard data definitions across the Services.
- Correctly track mobilized reservists.
- Provide accurate personnel tracking into and within a theater of action.
- Simplify data entry, system maintenance, and resolution of pay discrepancies.

The Navy Reserve Information Systems Office initially managed DIMHRS. In early 1999, the Navy Space and Naval Warfare Command (SPAWAR) took over the management of DIMHRS. The initial acquisition strategy developed by the Program Management Office (PMO) was faulty, and the Joint Requirements and Integration Office under the Office of the Under Secretary of Defense for Personnel and Readiness suspended the strategy. During FY01, the PMO presented a viable acquisition strategy and released an Acquisition Strategy Plan in March 2002. The PMO is moving forward to implement that strategy.



*Defense Integrated Military Human Resources System will provide a fully integrated military personnel and pay system for all components of the Services.*

# NAVY PROGRAMS

## **TEST & EVALUATION ACTIVITY**

The PMO held several Test and Evaluation Integrated Product Team (T&E IPT) meetings over the past three years. There have been no actual test events for this program to date.

DOT&E approved a DIMHRS Test and Evaluation Master Plan (TEMP) in March 2003. Because much of the development strategy and schedule would be determined by the system integrator, DOT&E required that the TEMP be revised and resubmitted within 120 days of the system integrator contract award. In September 2003, Northrop Grumman Information Technology won the contract. Based on the currently projected schedule, the IOT&E of the first increment (Army implementation) is not expected before January 2005.

## **TEST & EVALUATION ASSESSMENT**

The PMO worked hard to develop a viable test strategy and supporting documents. The operational test agency for each of the Services plans to evaluate DIMHRS in their own respective Service environment in accordance with a TEMP jointly developed by the Services. The Navy Operational Test and Evaluation Force will coordinate all operational test activities. The Army is scheduled to be the first Service to receive DIMHRS for operational testing purposes. The coordination of the Service-specific operational test agency efforts has been the focus of several T&E IPT meetings and the planning is becoming more mature.